Ontario

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Labour Management Services
Collective Bargaining Information Services

Ontario Collective Bargaining Review

2005

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Foreword

The *Ontario Collective Bargaining Review 2005* provides an overview of collective bargaining activity in Ontario for the year 2005. The information in this report is compiled from collective agreement settlements and work stoppages reported to Collective Bargaining Information Services (CBIS) as at the publication date. The data reflect settlements for Ontario-based employees covered under Ontario or federal jurisdictions. Work stoppages data are reported for employees under Ontario jurisdiction only.

The report consists of five sections. Section I provides data on the total number of agreements settled in 2005 by industry and the total number of employees covered. It also provides information on the stage of settlements, the term of agreements, and the duration of negotiations, as well as an overview of the economic climate in 2005. Section II provides information on wage settlements for public and private sector agreements covering 200 or more employees including negotiated wage increases (current and historical) by major industry. Section III summarizes the key settlements of 2005. Section IV highlights work stoppages data under Ontario jurisdiction and Section V provides an outlook for the year 2006.

Average wage settlement calculations are based on base wage rates and are weighted by the number of employees in each bargaining unit. Estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the calculation of the average annual increase, where applicable.

The selection criteria for major settlements include the size of the bargaining unit, significant changes in wages, and settlements of public interest.

Work stoppages reported include strikes and lockouts that last a minimum of one half day, involving two or more unionized or non-unionized workers and result in ten or more person-days lost.

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Executive Summary

- According to records received by Collective Bargaining Information Services, collective bargaining activity in 2005 involved the ratification of over 3,000 collective agreements covering approximately 780,000 employees. Bargaining activity in health and welfare services accounted for 34% of all agreements ratified in 2005, followed by education and related services with 12% and local government with 5%.

- Collective bargaining in 2005 occurred in an environment of modestly improved economic performance. Several key external forces, including a strong U.S. economy, record high oil and gasoline prices, interest rates, property prices, and the sharp appreciation of the Canadian dollar, impacted economic growth in 2005.

- In 2005, over 97% of collective agreements were settled without a work stoppage. As in previous years, a majority of agreements (87%) were settled through direct bargaining or with the assistance of a conciliator or mediator.

- Wage outcomes achieved in 2005 reached 2.7%, a slight decrease from 2.8% in 2004. In 2005, average annual wage increases in the public sector averaged 2.7%, higher than the 2.4% average in the private sector. The average annual wage increase in the manufacturing sector was reported at 2.5%, compared to 2.7% in non-manufacturing and 3.5% in the construction.

- In 2005, 76 work stoppages involving 12,239 employees under Ontario jurisdiction were reported, resulting in 403,210 person-days lost. This represents 0.03% of the total estimated working time.

- Collective bargaining activity in 2006 will involve the negotiation of agreements expiring in 2006, and the continuation of bargaining that was not concluded in 2005. Agreements covering significant numbers of employees in health care, education, urban transit, accommodation, food services, retail trades, and municipal and provincial administration will be expiring in 2006. Major negotiations continuing from 2005 include the federal and Ontario governments, school boards, universities, municipalities, utilities, urban transit, hospitals, nursing homes and homes for the aged.

- Collective bargaining is expected to take place in an economic environment marked by the need to adapt to the higher Canadian dollar against its U.S. counterpart. Private-sector economists forecast continued growth for the Ontario economy; however, business consolidation is having an impact on labour relations structures as mergers and acquisitions bring new unions, bargaining units and collective agreements under one roof. Productivity, wages, employment security, pension costs, and employee and retirees' benefits will remain priority issues at the bargaining table in 2006.

Ontario Collective Bargaining Review, 2005

Collective Agreements Ratified in 2005

Number of Agreements	3,007
Employees Covered	779,564

Average Annual Wage Increases*

All Settlements	2.7%
Public Sector	2.7%
Private Sector	2.4%

Major Industrial Wage Settlements

Manufacturing	2.5%
Food, Beverage	2.1%
Rubber, Plastics	2.4%
Paper	2.3%
Printing, Publishing	2.3%
Primary Metals	1.5%
Fabricated Metals	2.6%
Machinery	2.4%
Transportation Equipment	2.6%
Electrical Products	3.5%
Non-metallic Minerals	2.9%
Non-Manufacturing	2.7%
Transportation	3.0%
Communications	2.7%
Electric, Gas,Water	3.2%
Retail Trade	2.3%
Education & Related Services	2.7%
Health, Welfare Services	2.8%
Management Services	1.7%
Accommodation, Food Services	1.9%
Federal Government	2.4%
Provincial Government	2.4%
Local Government	3.1%
Construction	3.5%

** For agreements covering 200 or more employees*
Note: Wage increases may include COLA estimates where applicable

I Collective Bargaining Settlements, 2005

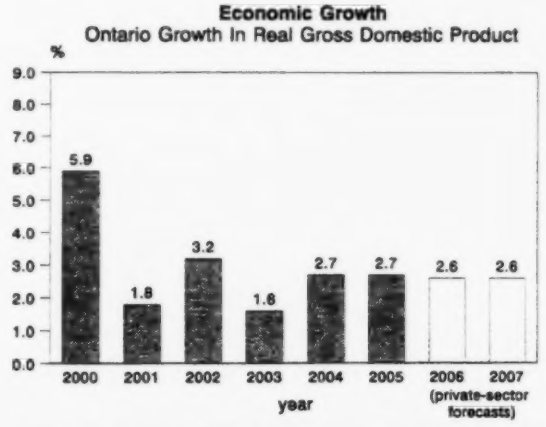
According to records received by Collective Bargaining Information Services (CBIS), collective bargaining activity for 2005 involved the ratification of 3,007 agreements, covering 779,564 employees. These collective agreements represent approximately 31% of the 9,594 agreements currently on file with CBIS and affect 48% of all Ontario-based employees who are covered by collective agreements.

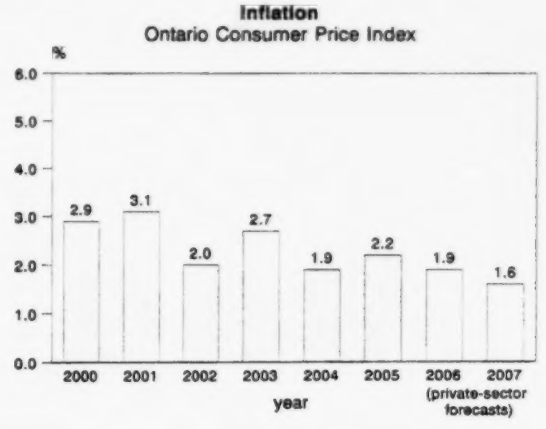
Of the total number of settlements in 2005, 55% were in the public sector, covering 76% of employees. By industry, 79% of all agreements reached were in the non-manufacturing and construction sectors, covering 86% of all employees.

Of the 3,007 settlements ratified, 2,838 were renewal agreements (94%), covering 99% of all employees and 140 (5%) were deemed first agreements. Of the remaining settlements, 29 (1%) were extensions of existing agreements.

In terms of the number of employees covered, bargaining activity was concentrated in education and related services (219,593), health and welfare services (159,404), federal government (62,944), provincial government (55,222), transportation equipment (54,444), and local government (52,509) (Table 1).

Chart 1: Selected Economic Indicators, 2000 – 2007





Source: Statistics Canada and Ontario Ministry of Finance

Economic Climate[1]

Collective bargaining in 2005 occurred in an environment of modestly improved economic performance. According to the Ministry of Finance, Ontario's real Gross Domestic Product (GDP) grew by 2.7% in 2005, unchanged from 2004. Several key external forces, including a strong U. S. economy, record high oil and gasoline prices, interest rates, property prices, and the sharp appreciation of the Canadian dollar, impacted economic growth in 2005. Employment rose by 81,200 jobs in 2005, after rising by 103,000 in the previous year. Ontario's unemployment rate declined slightly from 6.8% in 2004 to 6.6% in 2005. The Ontario Consumer Price Index (CPI) averaged 2.2% for 2005, an increase from 1.9% in 2004 (Chart 1).

Stage of Settlement

Over 97% of agreements ratified in 2005 (covering approximately 92% of employees) were settled without a work stoppage, 47.7% were concluded with the assistance of a conciliator or mediator, 39.2% were reached through direct bargaining, and 10.8% were settled at arbitration.

In the public sector, 42.6% of agreements were reached through direct bargaining, compared to 35.2% in the private sector. The percentage of agreements settled with the assistance of a conciliator or mediator was 37% in the public sector and 61% in the private sector. In the public sector, 19% of agreements were reached through arbitration compared to 0.8% in the private sector. One private sector agreement resulted from an imposed settlement by the Ontario Labour Relations Board (OLRB) (Chart 2 and Table 2).

Term of Agreement

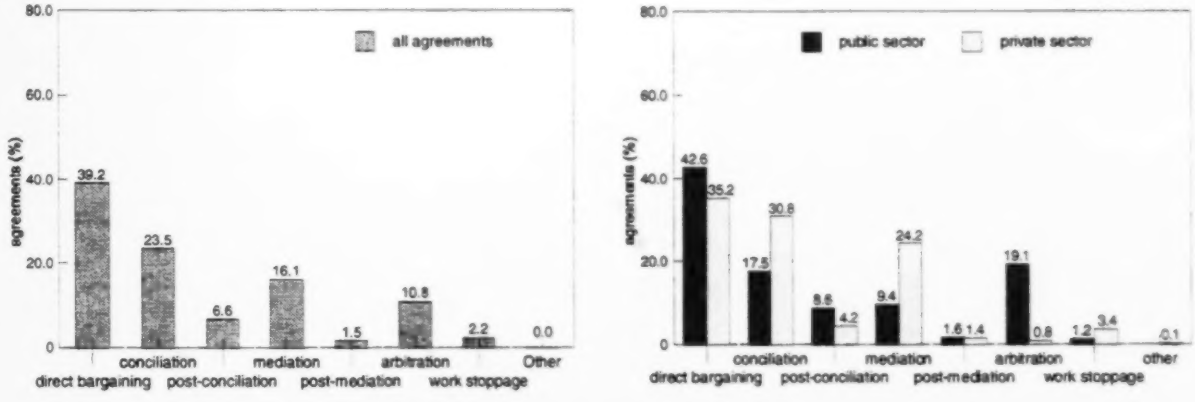
Of all the agreements ratified in 2005, 44% were of three-year duration, 28% were of two-year duration, and 19% were of a term longer than three years. The majority (60%) of agreements in the private sector were of three-year duration, compared to 31% in the public sector. Three-year terms were also negotiated for 61% of manufacturing agreements, 22% for non-manufacturing agreements, and 67% for construction agreements (Table 3).

Duration of Negotiations

Data regarding the duration of negotiations are maintained for collective agreements covering 200 or more employees. In 2005, 608 agreements covering a minimum of 200 employees were ratified. The average duration of negotiations for all sectors was 7.3 months. The average duration of negotiations in the public sector was 8.5 months compared to 3.9 months in the private sector. In the public sector, 17% of negotiations lasted between one and three months, compared to 63% for the private sector (Table 4).

[1] *Ontario Ministry of Finance, MOF Survey of Forecasts, and Statistics Canada*

Chart 2: Stage of Settlement, by Sector, 2005



Source: Collective Bargaining Information Services, Ontario Ministry of Labour

II Negotiated Wage Increases in 2005

Trends

In 2005, 608 agreements covering a minimum of 200 employees were ratified, affecting 648,731 employees. These settlements provided an average annual wage increase of 2.7%, down slightly from 2.8% in 2004. Public sector agreements provided an average annual wage increase of 2.7% in 2005, compared to 3.1% in 2004. In contrast, the average annual wage increase in the private sector declined from 2.6% in 2004 to 2.4% in 2005 (Chart 3 and Table 5).

Distribution of Increases

Overall, over 62% of employees received average annual wage increases ranging from 2% to 2.9%, while close to 31% received increases ranging from 3% to 3.9%. Approximately 60% of private sector and 63% of public sector employees received increases ranging from 2% to 2.9%, compared to over a third of public sector employees and 16% of private sector employees who received increases ranging between 3% to 3.9%. Eleven private sector agreements, representing approximately 4.6% of employees, and one public sector agreement, representing 0.2% of employees, were settled without a general wage increase. (Chart 4).

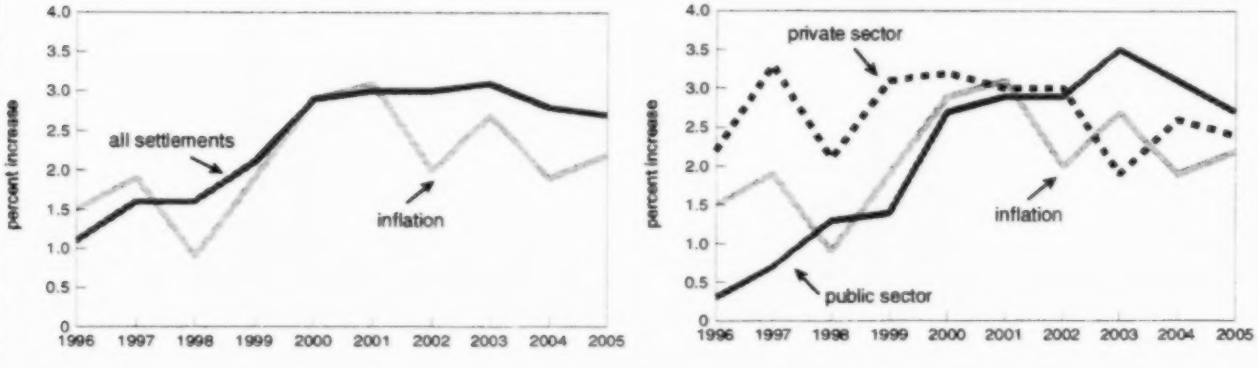
Quarterly Wage Settlements

In 2005, overall wage settlements varied from one quarter to the next with averages ranging from 2.5% to 2.9%. Public and private sectors also recorded fluctuating quarterly wage increases, ranging from 2.6% to 3% and 2.1% to 2.7%, respectively (Table 6).

Industry

In 2005, wage increases in the non-manufacturing sector averaged 2.7% compared to 2.5% in manufacturing, while construction averaged 3.5%. The highest wage increases in non-manufacturing occurred in real estate, insurance agencies (3.5%), electric, gas, and water services (3.2%), local government (3.1%), and transportation (3%). The lowest increases were in management services (1.7%), followed by accommodation and food services (1.9%). In manufacturing, average annual wage increases ranged from 3.5% in electrical products to no increases in the chemicals industry. The 191 agreements with cost-of-living allowance (COLA) clauses provided increases averaging 2.7%, unchanged from 2004. In comparison, the 417 agreements without a COLA clause averaged 2.7%, slightly down from 2.8% in the previous year (Table 7).

Chart 3: Wage Increases by Public and Private Sectors, 1996 – 2005



Source: Collective Bargaining Information Services, Ontario Ministry of Labour

▸ Manufacturing

Food, Beverage

Better Beef Ltd. and the United Food and Commercial Workers International Union (UFCW) reached a three-year agreement covering 1,058 employees for an average annual wage increase of 1.4%.

J.M. Schneider Inc. and the Schneider Employees' Association settled a 60-month agreement covering 1,200 employees for an average annual wage increase of 1.9%

Transportation Equipment

General Motors of Canada Ltd., DaimlerChrysler Canada Inc., and Ford Motor Co. of Canada Ltd. settled three-year agreements with the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), covering approximately 17,000, 11,500, and 12,000 employees respectively. These agreements provided an average annual wage increase of 2.7% including COLA.

▸ Non-Manufacturing

Transportation

Toronto Transit Commission and the Amalgamated Transit Union (ATU-Intl) (8,400 employees) and Canadian Union of Public Employees (CUPE) (400 employees) settled three-year agreements. These agreements provide average annual wage increases of 3%.

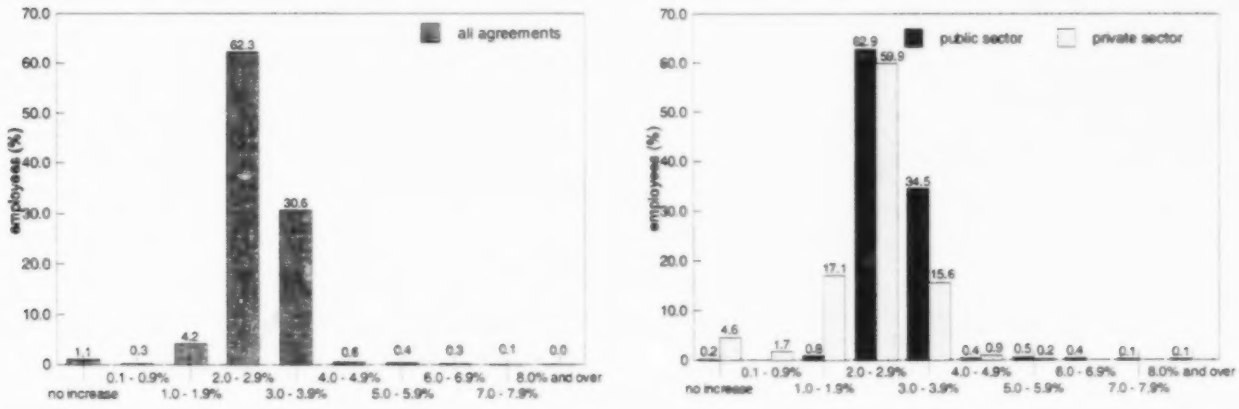
The City of Ottawa (Transit) and 2,250 employees represented by ATU-Intl also negotiated a three-year agreement for an average annual wage increase of 3%.

Communications

Bell Canada and the Communications, Energy and Paperworkers Union of Canada (CEP), representing 6,720 Ontario-based clerical and associated employees, reached a four-year agreement for an average annual wage increase of 2.9%.

Canada Post Corp. reached agreements with both the Public Service Alliance of Canada (PSAC) and the Postal Officials of Canada. PSAC negotiated a 46-month settlement covering 1,417 Ontario-based employees in 18 support groups for an average annual wage increase of 2.6% including COLA. The

Chart 4: Distribution of Increases, Public and Private Sectors, 2005



Source: Collective Bargaining Information Services, Ontario Ministry of Labour

Postal Officials, representing 1,358 Operations supervisory employees, negotiated a 48-month settlement that included an average annual wage increase of 3.3% including COLA and conditional wage adjustments.

The Canadian Broadcasting Corp. and the Communications Workers of America reached a five-year agreement covering 3,369 Ontario-based program production and administrative employees. The settlement provided an average annual wage increase of 2.5%.

Utilities

Ontario Power Generation and the Society of Energy Professionals settled two five-year agreements for 3,000 nuclear and non-nuclear employees. The agreements provide average annual wage increases of 3% and COLA triggered at 3% in the third and fourth years.

Bruce Power LP and 835 professional and supervisory employees, also represented by the Society of Energy Professionals negotiated a five-year agreement for an average annual wage increase of 3.1% including a first time COLA clause.

An arbitration award issued in November 2005 for Hydro One Inc. and the Society of Energy Professionals provided 992 professionals and supervisors an average annual wage increase of 3% over three years. A three-year settlement between Hydro One Inc. and CUPE provided 3,864 employees an average annual wage increase of 3.3% including first time COLA in the third year.

Retail Trade

The Liquor Control Board of Ontario settled a four-year agreement with 5,400 employees represented by the Ontario Public Service Employees Union (OPSEU). The agreement provides an average annual wage increase of 3%.

A three-year agreement was reached between Brewers Retail (The Beer Store) and the UFCW providing 6,000 retail store and distribution employees an average annual wage increase of 2.9% including COLA.

The Great Atlantic & Pacific Co. of Canada and CAW, representing 8,500 employees at the New Dominion (Southern Ontario) stores and 912 employees at the Save-A-Centre reached two 36-month agreements providing average annual wage increases of 1.5%.

Education

York University and CUPE, representing 2,600 employees in units 1, 2 and 3, and the York University Staff Association, representing 1,400 office employees, settled four three-year agreements for average annual wage increases of 3% and 3.1%, respectively.

The College Compensation and Appointments Council and 6,500 support staff represented by OPSEU reached a three-year agreement providing an average annual wage increase of 3%.

During 2005, district school boards settled a total of 280 agreements covering aproximately 189,493 teachers and support staff. Of the total number of settlements, wage data are available for 177 agreements, each covering a minimum of 200 employees. Of these, 107 agreements covering 123,933 elementary and secondary teachers provide average annual wage increases ranging from 2.6% to 2.7%. The 27 agreements covering 14,103 occasional teachers include a 2.9% average annual wage increase. Settlements for 41,181 support staff covered by 43 agreements provided a 2.7% average annual wage increase. Overall, the 177 school board agreements cover 179,217 employees and provide an average annual wage increase of 2.6%.

The Toronto Public Library Board and CUPE reached a four-year agreement providing 2,450 employees with an average annual wage increase of 3.1%.

Health and Welfare Services

In the health care sector, centrally negotiated settlements were reached between the Participating Hospitals and approximately 32,000 hospital employees represented by CUPE and the Service Employees International Union. Both settlements provided average annual wage increases of 2.8%. Arbitration awards were issued for OPSEU and the Ontario Nurses' Association for the respective participating hospitals. The OPSEU award, issued in June 2005, covered approximately 6,300 paramedical, technical, and professional employees at 40 participating hospitals. The ONA award was issued in September 2005 for approximately 51,000 nurses, paramedical and professional employees at 139 hospitals. Both awards provided average annual wage increases of 3% over two years. Ottawa Hospital and CUPE settled a two-year agreement for 3,000 R.P.N.s and service, technical, office, and trades employees providing an average annual wage increase of 2.8%.

The Council of Academic Hospitals of Ontario (CAHO) and Professional Association of Internes and Residents of Ontario (PAIRO) reached a 39-month agreement covering 3,100 residents for an average annual wage increase of 2%.

An arbitration award was issued for 124 Participating Nursing Homes and ONA. The award provided an average annual wage increase of 2.8% over two years.

Accommodation, Food Services

Cara and various independent franchises (Swiss Chalet) and UFCW settled a four-year agreement covering 3,000 employees for an average annual wage increase of 1.1%.

Federal Government

Canada Customs and Revenue Agency (CCRA) and the Professional Institute of the Public Service of Canada (PIPSC) settled an agreement covering 6,035 Ontario-based employees that includes an average annual wage increase of 2.4% over four years.

The Treasury Board of Canada and PSAC, representing 49,287 Ontario-based employees (Tables 1, 2, 3, and 5) reached four, four-year agreements, following rotating work stoppages. The agreements provide all groups with an average annual wage increase of 2.4%.

Provincial Government

The Government of Ontario and OPSEU reached two four-year settlements for 38,959 Unified bargaining unit employees and 5,372 Correctional bargaining unit employees. The agreements provide an average annual wage increase of 2.4%.

The Government of Ontario and the Association of Management and Professional Crown Employees of Ontario (AMAPCEO), representing 7,000 employees, reached a two-year agreement for an average annual wage increase of 2%.

The Workplace Safety and Insurance Board and CUPE settled a three-year agreement providing 3,300 employees with an average annual wage increase of 2.6%.

Local Government

The City of Toronto and 26,970 employees represented by CUPE settled four 48-month agreements for average annual wage increases of 3.1%.

The Toronto Police Services Board and the Toronto Police Association, representing 7,391 uniform and civilian employees, reached three 36-month agreements. These agreements provide average annual wage increases of 3.3%.

Arbitration awards were issued for the City of Ottawa and CUPE (representing 2,000 part-time and recreation employees) and the Civic Institute of Professional Personnel (representing 1,428 employees). Both awards provided average annual wage increases of 3% over three-years.

IV Work Stoppages under Ontario Jurisdiction

During 2005, 76 work stoppages under Ontario jurisdiction were reported, down from 99 in 2004. In terms of numbers of employees and person-days lost, work stoppages involved 12,239 employees and resulted in 403,210 person-days lost, down from 20,952 employees and 486,840 person-days lost reported in 2004.

Both the public and private sectors recorded a decline in the number of work stoppages in 2005. In the public sector there were 18 work stoppages reported, down from 26 in 2004, whereas in the private sector, 58 work stoppages were reported compared to 73 in 2004. The number of person-days lost in the private sector decreased substantially from 426,940 in 2004 to 323,410 in 2005. In comparison, the number of person-days lost increased in the public sector from 59,900 in 2004 to 79,800 in 2005 (Chart 5 and Table 8).

In 2005, work stoppages in the non-manufacturing sector accounted for approximately 64% of person-days lost compared to 41% in 2004. During 2005, 0.03% of the estimated working time in Ontario was lost due to work stoppages (Table 9).

V Outlook for 2006

For 2006, collective bargaining is expected to take place in an economic environment marked by the need to adapt to the sharply higher value of the Canadian dollar against its U.S. counterpart. Private-sector economists forecast continued moderate growth for the Ontario economy. According to a survey of private-sector economic forecasts conducted by the Ministry of Finance[2], Ontario's real Gross Domestic Product (GDP) is expected to drop slightly to 2.6% in 2006

[2] *Ontario Ministry of Finance, MOF Survey of Forecasts, and Statistics Canada*

and 2007 (Chart 1). The anticipated improvement in economic growth during 2006 and 2007 compared to 2005 reflects solid consumer spending gains, strong business investment, healthy growth in the U.S. economy and interest rates remaining low by historical standards. However, forecasters caution that external forces, including high oil prices, the U.S. current account and fiscal deficits, and the level of the Canadian dollar pose risks that should be taken into consideration.

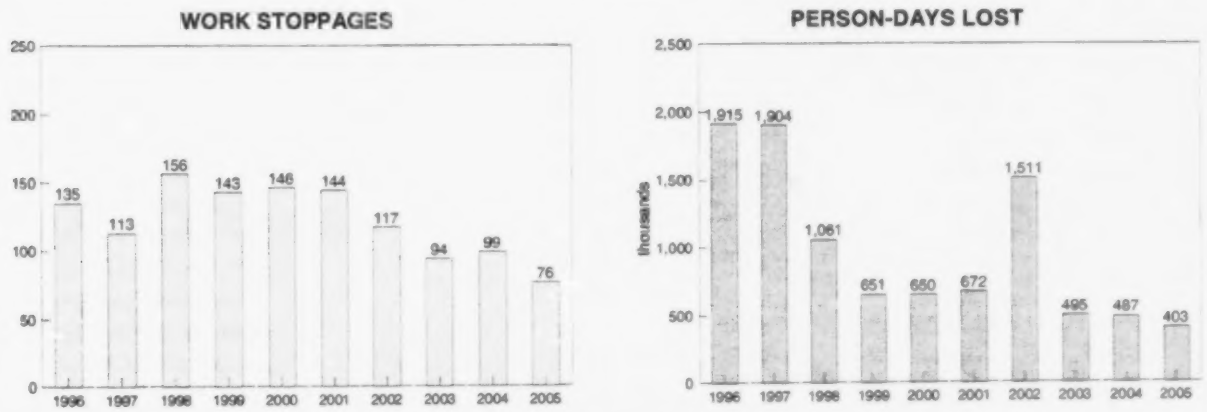
Private-sector forecasts expect that the Ontario annual CPI inflation rate will average 1.9% in 2006 and drop slightly to 1.6% in 2007 (Chart 1). About half of the private-sector forecasters have incorporated the proposed one percentage point reduction in the federal goods and services tax (GST). It is anticipated that reducing the GST rate by one percentage point would lower consumer prices about 0.6% percentage points. (This is less than the 1% since consumer purchases such as basic groceries and rent are exempted from the GST.) The impact on Ontario's annual CPI inflation rate should be smaller if the reduction occurs part way through the year. Ontario's unemployment rate is projected by private-sector forecasters to decline from 6.6% in 2005 to 6.5% in 2006 and rise to 6.6% in 2007.

In 2006, collective bargaining activity will involve the negotiation of over 2,700 agreements expiring in 2006, and the continuation of bargaining that was not concluded in 2005. Major negotiations continuing from 2005 include the federal and Ontario governments, school boards, universities, municipalities, utilities, urban transit, hospitals, nursing homes and homes for the aged.

Collective agreements expiring in 2006 cover approximately 415,000 employees. These agreements represent 29% of the 9,594 agreements currently on file, and affect 25% of the 1,630,590 employees covered. The public sector will account for 56% of all expiring agreements, involving 48% of all employees while the private sector will account for 44%, involving 52% of all employees. Public sector agreements covering large numbers of employees will be concentrated in health care, education, urban transit, and municipal and provincial administration. Bargaining activity in the private sector will be concentrated in accommodation, food services, and retail trade (Loblaws Supermarkets, Zehrmart, and Great Atlantic & Pacific Co.).

The Conference Board of Canada reports that business consolidation is having an impact on labour relations structures as mergers and acquisitions bring new unions, bargaining units and collective agreements under one roof. Productivity, wages, employment security, pension costs, and employee and retirees' benefits will remain priority issues at the bargaining table in 2006.■

Chart 5: Work Stoppages and Person-Days Lost, 1996 – 2005



Source: Collective Bargaining Information Services, Ontario Ministry of Labour

Table 1: Number of Collective Agreements Ratified in 2005 and Employees Covered, by Industry

	Agreements		Employees covered	
	Number	*Percent*	*Number*	*Percent*
ALL INDUSTRIES	**3,007**	**100.0**	**779,564**	**100.0**
Manufacturing	**623**	**20.7**	**107,681**	**13.8**
Food, Beverages	73	2.4	11,135	1.4
Rubber, Plastics	43	1.4	6,064	0.8
Leather	2	0.1	164	0.0
Textile	14	0.5	1,522	0.2
Knitting Mills	2	0.1	310	0.0
Clothing	13	0.4	854	0.1
Wood	28	0.9	2,480	0.3
Furniture, Fixtures	16	0.5	1,640	0.2
Paper	43	1.4	5,658	0.7
Printing, Publishing	60	2.0	3,817	0.5
Primary Metals	26	0.9	3,439	0.4
Fabricated Metals	102	3.4	7,599	1.0
Machinery	27	0.9	1,933	0.2
Transportation Equipment	56	1.9	54,444	7.0
Electrical Products	19	0.6	1,779	0.2
Non-metallic Minerals	57	1.9	2,678	0.3
Petroleum, Coal	1	0.0	6	0.0
Chemicals	28	0.9	1,520	0.2
Other Manufacturing	13	0.4	639	0.1
Non-Manufacturing	**2,312**	**76.9**	**668,931**	**85.8**
Forestry	6	0.2	681	0.1
Mining, Quarrying	18	0.6	1,721	0.2
Transportation	99	3.3	27,777	3.6
Storage	9	0.3	204	0.0
Communications	10	0.3	14,767	1.9
Electric, Gas, Water	65	2.2	13,712	1.8
Wholesale Trade	87	2.9	5,571	0.7
Retail Trade	100	3.3	32,132	4.1
Finance	10	0.3	311	0.0
Real Estate, Insurance Agencies	55	1.8	998	0.1
Education, Related Services	366	12.2	219,593	28.2
Health, Welfare Services	1,012	33.7	159,404	20.4
Recreational Services	39	1.3	3,948	0.5
Management Services	36	1.2	5,736	0.7
Personal Services	18	0.6	1,004	0.1
Accommodation, Food Services	73	2.4	7,892	1.0
Other Services	132	4.4	2,805	0.4
Federal Government	18	0.6	62,944	8.1
Provincial Government	9	0.3	55,222	7.1
Local Government	150	5.0	52,509	6.7
Construction	**72**	**2.4**	**2,952**	**0.4**

Table 2: Number of Collective Agreements Ratified in 2005 and Employees Covered, by Stage of Settlement and Sector

	All Agreements		Public Sector		Private Sector	
	Agmts	*Empls*	*Agmts*	*Empls*	*Agmts*	*Empls*
ALL AGREEMENTS	**3,007**	**779,564**	**1,642**	**590,698**	**1,365**	**188,866**
Direct bargaining	1,179	210,525	699	160,944	480	49,581
Conciliation	708	137,530	288	103,087	420	34,443
Post-conciliation bargaining	199	102,815	141	49,033	58	53,782
Mediation	485	160,383	155	121,457	330	38,926
Post-mediation bargaining	46	30,497	27	27,758	19	2,739
Arbitration	324	75,474	313	74,208	11	1,266
Work stoppage	65	62,180	19	54,211	46	7,969
Settlement imposed by OLRB	1	160	.	.	1	160

Table 3: Number of Collective Agreements Ratified in 2005 and Employees Covered, by Term of Agreement and Sector

	All Agreements		Public Sector		Private Sector	
	Agmts	*Empls*	*Agmts*	*Empls*	*Agmts*	*Empls*
TOTAL	**3,007**	**779,564**	**1,642**	**590,698**	**1,365**	**188,866**
Less than 12 months	8	1,115	3	962	5	153
12 months	113	10,149	42	4,779	71	5,370
13 to 18 months	21	1,274	8	185	13	1,089
19 to 23 months	22	3,616	12	2,991	10	625
24 months	843	146,979	694	140,307	149	6,672
25 to 35 months	85	5,407	28	2,921	57	2,486
36 months	1,331	233,928	513	101,512	818	132,416
Over 36 months	584	377,096	342	337,041	242	40,055

	Manufacturing		Non-Manufacturing		Construction	
	Agmts	*Empls*	*Agmts*	*Empls*	*Agmts*	*Empls*
TOTAL	**623**	**107,681**	**2,312**	**668,931**	**72**	**2,952**
Less than 12 months	2	85	5	1,006	1	24
12 months	33	2,283	75	7,815	5	51
13 to 18 months	4	755	17	519	.	.
19 to 23 months	2	192	19	3,420	1	4
24 months	58	2,966	781	143,945	4	68
25 to 35 months	31	1,683	46	3,484	8	240
36 months	377	84,553	906	147,370	48	2,005
Over 36 months	116	15,164	463	361,372	5	560

Table 4: Duration of Negotiations of Collective Agreements, Covering 200 or more Ontario Employees, Ratified in 2005, by Sector

	Total		Public Sector		Private Sector	
	Agmts	*Empls*	*Agmts*	*Empls*	*Agmts*	*Empls*
TOTAL	**608**	**648,731**	**447**	**515,192**	**161**	**133,539**
1 – 3 months	176	145,919	74	55,451	102	90,468
4 – 6 months	153	160,913	117	130,108	36	30,805
7 – 9 months	102	109,771	91	105,215	11	4,556
10 – 12 months	69	77,726	66	75,446	3	2,280
13 months and over	108	154,402	99	148,972	9	5,430

	Average Duration of Negotiations
	months
TOTAL	**7.3**
Public sector	8.5
Private sector	3.9

Table 5: Increases Negotiated in Major Collective Agreements in Ontario, Compared to the CPI for Canada and Ontario, 1996 – 2005

	Negotiated Wages *(average annual percent increase)*			CPI *(annual percent increase)*	
YEAR	**All Sectors**	**Public**	**Private**	**Canada**	**Ontario**
1996	1.1	0.3	2.2	1.6	1.5
1997	1.6	0.7	3.3	1.6	1.9
1998	1.6	1.3	2.1	0.9	0.9
1999	2.1	1.4	3.1	1.7	1.9
2000	2.9	2.7	3.2	2.7	2.9
2001	3.0	2.9	3.0	2.6	3.1
2002	3.0	2.9	3.0	2.2	2.0
2003	3.1	3.5	1.9	2.8	2.7
2004	2.8	3.1	2.6	1.9	1.9
2005	2.7	2.7	2.4	2.2	2.2

Table 6: Average Annual Increases in Base Wage Rates in Collective Agreements Covering 200 or more Ontario Employees, Ratified in 2005, by Sector

	All Agreements	Public Sector	Private Sector
	%	%	%
TOTAL 2005	**2.7**	**2.7**	**2.4**
First quarter 2005	2.5	2.7	2.1
Second quarter 2005	2.6	2.6	2.6
Third quarter 2005	2.9	2.9	2.7
Fourth quarter 2005	2.7	3.0	2.2

	Manufacturing	Non-Manufacturing	Construction
	%	%	%
TOTAL 2005	**2.5**	**2.7**	**3.5**
First quarter 2005	1.8	2.6	3.2
Second quarter 2005	2.4	2.6	3.2
Third quarter 2005	2.6	2.9	4.2
Fourth quarter 2005	2.5	2.8	.

Table 7: Average Annual Increases in Base Wage Rates in Collective Agreements Covering 200 or more Ontario Employees, Ratified in 2005, by Industry

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	*Empls*	*%*	*Agmts*	*Empls*	*%*	*Agmts*	*Empls*	*%*
ALL INDUSTRIES TOTAL	**608**	**648,731**	**2.7**	**191**	**229,353**	**2.7**	**417**	**419,378**	**2.7**
Manufacturing	**98**	**77,694**	**2.5**	**44**	**56,374**	**2.6**	**54**	**21,320**	**1.9**
Food, Beverage	16	7,645	2.1	3	1,023	2.4	13	6,622	2.1
Rubber, Plastics	10	3,552	2.4	5	2,201	2.0	5	1,351	3.0
Textile	2	668	1.4	1	351	2.3	1	317	0.4
Knitting Mills	1	300	2.5	.	.	.	1	300	2.5
Clothing	1	250	1.5	.	.	.	1	250	1.5
Wood	3	873	1.8	1	297	3.3	2	576	1.0
Furniture, Fixtures	2	619	3.2	.	.	.	2	619	3.2
Paper	7	3,077	2.3	.	.	.	7	3,077	2.3
Printing, Publishing	5	2,010	2.3	3	1,355	2.2	2	655	2.6
Primary Metals	8	2,330	1.5	5	1,650	1.3	3	680	2.0
Fabricated Metals	7	1,849	2.6	.	.	.	7	1,849	2.6
Machinery	3	1,155	2.4	2	675	3.4	1	480	1.0
Transportation Equipment	25	50,942	2.6	19	47,204	2.7	6	3,738	0.8
Electrical Products	4	901	3.5	3	693	3.6	1	208	3.0
Non-metallic Minerals	2	925	2.9	2	925	2.9	.	.	.
Chemicals	1	355	0.0	.	.	.	1	355	0.0
Other Manufacturing	1	243	2.2	.	.	.	1	243	2.2
Non-Manufacturing	**507**	**569,887**	**2.7**	**147**	**172,979**	**2.7**	**360**	**396,908**	**2.7**
Forestry	1	420	2.5	.	.	.	1	420	2.5
Mining, Quarrying	3	1,029	2.5	3	1,029	2.5	.	.	.
Transportation	26	23,168	3.0	2	698	2.5	24	22,470	3.0
Communications	5	14,264	2.7	2	2,775	2.9	3	11,489	2.7
Electric, Gas, Water	11	11,345	3.2	6	8,928	3.2	5	2,417	3.0
Wholesale Trade	8	3,175	2.7	2	551	1.5	6	2,624	2.9
Retail Trade	16	28,002	2.3	2	6,240	2.8	14	21,762	2.1
Real Estate, Insurance Agencies	1	225	3.5	1	225	3.5	.	.	.
Education, Related Services	202	206,063	2.7	126	149,553	2.6	76	56,510	3.1
Health, Welfare Services	174	109,922	2.8	1	1,650	3.0	173	108,272	2.8
Management Services	4	2,377	1.7	.	.	.	4	2,377	1.7
Personal Services	1	280	2.7	.	.	.	1	280	2.7
Accommodation, Food Services	7	5,514	1.9	.	.	.	7	5,514	1.9
Federal Government	13	62,731	2.4	.	.	.	13	62,731	2.4
Provincial Government	6	55,076	2.4	1	230	2.6	5	54,846	2.4
Local Government	29	46,296	3.1	1	1,100	3.0	28	45,196	3.1
Construction	**3**	**1,150**	**3.5**	**.**	**.**	**.**	**3**	**1,150**	**3.5**

Table 8: Work Stoppages and Person-Days Lost, by Sector, 1996 – 2005

Year	Total			Public Sector			Private Sector			Various Industries**		
	No.	*No. of Workers*	*Person-Days Lost*	*No.*	*No. of Workers*	*Person-Days Lost*	*No.*	*No. of Workers*	*Person-Days Lost*	*No.*	*No. of Workers*	*Person-Days Lost*
1996	135	216,917	1,914,900	30	53,283	1,176,260	101	33,634	608,640	4	130,000	130,000
1997	113	176,029	1,904,210	24	133,312	1,368,320	88	17,717	510,890	1	25,000	25,000
1998	156	69,411	1,060,990	53	35,011	300,220	101	25,400	751,770	2	9,000	9,000
1999	143	44,980	651,100	48	27,994	218,330	95	16,986	432,770	-	-	-
2000	146	55,267	649,730	36	29,108	243,560	110	26,159	406,170	-	-	-
2001	144	34,652	671,990	43	21,534	381,710	101	13,118	290,280	-	-	-
2002	117	66,572	1,510,580	31	54,626	1,255,520	86	11,946	255,060	-	-	-
2003	94	23,807	494,880	17	9,915	66,650	77	13,892	428,230	-	-	-
2004	99	20,952	486,840	26	2,117	59,900	73	18,835	426,940	-	-	-
2005*	76	12,239	403,210	18	3,486	79,800	58	8,753	323,410	-	-	-

* *Preliminary*
** *Refers to one-day walkouts at various locations involving workers in various industries*

Table 9: Work Stoppages under Ontario Jurisdiction, 1996 – 2005

Year	Number of Work Stoppages	Number of Employees Involved	Number of Employees Per Work Stoppage	Number of Person-Days Lost	Number of Person-Days Lost Per Employee Involved	Average Duration of Work Stoppages (Days Out)	Person-Days Lost as % of Estimated Working Time
1996	135	216,917	1,607	1,914,900	8.8	39	0.16
1997	113	176,029	1,558	1,904,210	10.8	50	0.16
1998	156	69,411	445	1,060,990	15.3	38	0.09
1999	143	44,980	315	651,100	14.5	39	0.05
2000	146	55,267	379	649,730	11.8	39	0.05
2001	144	34,652	241	671,990	19.4	35	0.05
2002	117	66,572	569	1,510,580	22.7	40	0.11
2003	94	23,807	253	494,880	20.8	38	0.04
2004	99	20,952	212	486,840	23.2	37	0.03
2005*	76	12,239	161	403,210	32.9	45	0.03

* *Preliminary*